

Message Text

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ACTION EA-14

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-11 INR-10 LAB-06

NSAE-00 RSC-01 SIL-01 DODE-00 PM-07 H-03 L-03 NSC-07

PA-04 PRS-01 SP-03 SS-20 USIA-15 AGR-20 STR-08

TRSE-00 SWF-02 CIEP-02 OMB-01 DRC-01 /141 W

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R 201020Z JUN 74

FM AMEMBASSY BANGKOK

TO SECSTATE WASHDC 4387

INFO AMEMBASSY KUALA LUMPUR

AMEMBASSY PHNOM PENH

AMEMBASSY RANGOON

AMEMBASSY TOKYO

AMEMBASSY VIENTIANE

AMCONSUL CHIANG MAI

AMCONSUL UDORN

CINCPAC

UNCLAS BANGKOK 10128

E.O. 11652: N/A

TAGS: ELAB EGEN PGOV TH

SUBJECT: DETAILS ON GOVERNMENT OFFER TO SETTLE TEXTILE
WORKER STRIKE

REF: BANGKOK 9809

CINCPAC FOR POLAD

1. GOVERNMENT PACKAGE OFFER THAT SETTLED STRIKE OF TEXTILE
WORKERS JUNE 14 CONSISTED OF ACTUAL AND PROMISED CHANGES IN
REGULATIONS GOVERNING WAGES, SEVERANCE PAY AND OTHER MATTERS
OF CONCERN TO LABOR.

2. FOLLIWNG PROVISIONS BECAME EFFECTIVE JUNE 14.

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A. LEGAL MINIMUM WAGE JUMPED FROM PREVIOUS 16 BAHT PER DAY

TO 20 BAHT FOR ALL EMPLOYEES IN BANGKOK METROPOLIS AND THE PROVINCES OF NONTABURI PATHUM THANI SAMUT PRAKAN SAMUT SAKORN AND NAKORN PATHOM. THE LATTER TWO PROVINCES HAD NOT PREVIOUSLY BEEN INCLUDED IN THE AREA TO WHICH THE OLD LEGAL MINIMUM APPLIED.

B. REQUIRED SEVERANCE PAY UPON TERMINATION HAD BEEN 30 DAYS PAY WITHOUT REGARD TO LENGTH OF SERVICE. UNDER NEW REGULATIONS THERE SHALL BE 30 DAY PAY IN THE EVENT OF SEPARATION AFTER HAVING BEEN EMPLOYED FROM 120 DAYS TO ONE YEAR 90 DAYS PAY FOR ONE TO THREE YEARS OF EMPLOYMENT AND 180 DAYS' PAY AFTER EMPLOYMENT FOR OVERTHREE YEARS.

3. FOLLOWING PROVISIONS OF GOVERNMENT SETTLEMENT ARE ACTIONS TO BE TAKEN IN FUTURE OR TO BE EXPLORED:

A. PM SAID IN RADIO ADDRESS TO STRIKERS JUNE 14 THAT GOVERNMENT FAVORED EXTENDING THE MINIMUM WAGE REQUIREMENT TO THE ADDITIONAL PROVINCES OF RATCHABURI CHONBURI AYUTTHAYA, AND SARABURI. PM ALSO STATED THAT AFTER AN OPPORTUNITY TO STUDY THE LOCAL CONDITION THE GOVERNMENT WOULD CONSIDER EXTENDING THE LEGAL MINIMUM TO THE ENTIRE COUNTRY. GOVERNMENT'S MINIMUM WAGE COMMITTEE HAS APPOINTED 65 SUB-COMMITTEES FOR THE 65 PROVINCES NOT YET INCLUDED UNDER MINIMUM WAGE FOR PURPOSE OF COLLECTING DATA ON COST OF LIVING. ONCE THIS INFORMATION HAS BEEN GATHERED, THE INTERIOR MINISTRY WILL TAKE FURTHER ACTION ON EXTENDING THE MINIMUM WAGE TO BALANCE OF COUNTRY.

B. ALTHOUGH GOVERNMENT REGARDS SUBJECT OF WORKING CONDITIONS AS MATTER FOR EMPLOYEE-EMPLOYER RELATIONS IT AGREES THAT A REPRESENTATIVE OF THE APPROPRIATE WORKERS' ASSOCIATION MAY SERVE AS ADVISOR ON LABOR RELATIONS COMMITTEE WHEN WORKING CONDITIONS ARE BEING INVESTIGATED.

C. A DEPARTMENT OF LABOR REPRESENTATIVE WILL ACT AS MEDIATOR IN THE EVENT OF THREAT OF DISMISSALS AND WAGE CUTS BECAUSE FACTORIES ARE FORCED TO REDUCE PRODUCTION. PM SAID THE EXPECTED NO PROBLEM ON THIS POINT. IN VERY EARLY STAGE OF THE RECENT STRIKE. GOVERNMENT REPRESENTATIVE

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HAD WON AGREEMENT OF EMPLOYERS ACCOUNTING FOR BULK OF TEXTILE WORKERS NOT TO DISMISS WORKERS BECAUSE OF CUTS IN PRODUCTION.

D. WHERE DISMISSAL OF A WORKER FOR CAUSE IS THREATENED GOVERNMENT BELIEVES THIS IS MATTER FOR EMPLOYER-EMPLOYEE RELATIONS WITH GOVERNMENT REPRESENTATIVE ACTING AS MEDIATOR. IT IS ALREADY REQUIRED THAT LABOR RELATIONS COMMITTEE BE INFORMED IN SUCH INSTANCES. STRIKERS HAD DEMANDED THAT

A WORKER REPRESENTATIVE BE INCLUDED IN ANY MEETING CONCERNED WITH THREATS OF DISMISSAL.

E. PM STATED THAT GOVERNMENT WOULD ASK EMPLOYERS TO GIVE FULL PAY TO WORKERS WHO HAD PARTICIPATED IN THE TEXTILE STRIKE. ACCORDING TO PRESS ACCOUNT, ONE NON-STRIKING WORKER HAD DEMANDED DOUBLE PAY FOR STAYING ON THE JOB. ACCORDING TO "BANGKOK WORLD" JUNE 19 INTERIOR MINISTER THAT DAY TOLD EMPLOYERS OF 52 FIRMS WHOSE EMPLOYEES PARTICIPATED IN THE STRIKE THAT THEY MUST PAY FULL WAGES TO THOSE EMPLOYEES WHO WERE ABSENT BECAUSE OF THE STRIKE. EMPLOYERS WERE ALSO ADMONISHED TO CONFORM TO THE CHANGES MADE IN LABOR RELATIONS INCLUDING PAYMENT OF MINIMUM WAGE.

F. GOVERNMENT ECONOMIC ADVISOR. DR. UNGPHAKON (PUAI) STATED THAT THE CONSTITUTION SCRUTINIZING COMMITTEE IS REVIEWING THE PROVISION GOVERNING THE RIGHT TO FORM ORGANIZATIONS. HE ALSO SAID THAT THE MINISTRY OF INTERIOR (WHICH INCLUDES THE LABOR DEPARTMENT) IS WORKING ON A REVISION OF THAT PORTION OF THE LABOR LAW WHICH PROHIBITS UNIONS FROM FORMING THEMSELVES INTO NATIONAL FEDERATIONS. HOWEVER, FOUR TO FIVE MONTHS WILL BE REQUIRED FOR SUCH REVISIONS.
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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: TEXTILES, WAGES, UNION GOVERNMENT RELATIONS, LABOR RELATIONS, LABOR STRIKES, LABOR OBJECTIVES
Control Number: n/a
Copy: SINGLE
Draft Date: 20 JUN 1974
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1974BANGKO10128
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D740161-0745
From: BANGKOK
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1974/newtext/t19740630/aaaaazcy.tel
Line Count: 138
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION EA
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: BANGKOK 9809
Review Action: RELEASED, APPROVED
Review Authority: izenbei0
Review Comment: n/a
Review Content Flags:
Review Date: 21 AUG 2002
Review Event:
Review Exemptions: n/a
Review History: RELEASED <21 AUG 2002 by PhilliR0>; APPROVED <13 JAN 2003 by izenbei0>
Review Markings:

Declassified/Released
US Department of State
EO Systematic Review
30 JUN 2005

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: DETAILS ON GOVERNMENT OFFER TO SETTLE TEXTILE WORKER STRIKE
TAGS: ELAB, EGEN, PGOV, TH
To: STATE
Type: TE
Markings: Declassified/Released US Department of State EO Systematic Review 30 JUN 2005